

**VISTA UNIFIED SCHOOL DISTRICT  
MINUTES OF A BOARD WORKSHOP  
OF THE BOARD OF TRUSTEES**

**THURSDAY, JANUARY 31, 2019**  
VISTA UNIFIED SCHOOL DISTRICT  
BOARD ROOM  
1234 ARCADIA AVENUE  
VISTA, CA 92084

**BOARD MEMBERS PRESENT**

Rosemary Smithfield, President  
Cipriano Vargas, Vice President  
Debbie Morton, Clerk  
Rich Alderson, Member  
Martha Alvarado, Member

**DISTRICT STAFF PRESENT**

Dr. Linda Kimble, Superintendent  
Donna Caperton, Assistant Superintendent, Business Services  
Elaine Alexandres, Assistant Superintendent, Human Relations  
Dr. Matt Doyle, Assistant Superintendent, Innovation  
Dr. Matt Steitz, Assistant Superintendent, Educational Excellence  
Debbie Riehle, Recording Secretary

**Item 1. Open Session/Regular Meeting** The meeting was called to order at 4:30pm by President Smithfield. The Pledge of Allegiance.

**Item 2. Approval of Agenda**

Member Vargas moved to approve the agenda, seconded by Member Alderson. All in favor. YES (Alderson, Alvarado, Morton, Smithfield, Vargas). Unanimously approved.

**Item 3. Governance Workshop**

**A. GOVERNANCE HANDBOOK REVIEW**

Terilyn Finders, from Fagen, Friedman, and Fulfroost, started the workshop clarifying the reason for the workshop and explaining the importance of the Board working as a team. It really is a good idea to get together and review protocols. Collectively you have the authority to give direction to the Superintendent. She ask each Board member to introduce themselves and tell her why they ran for School Board. Member Alderson stated that he is in his second term, year 6 on the Board. He originally ran because he had grandchildren in the District. He is an educator and felt it was important to improve academic achievement and maintain fiscal health. Member Morton retired from VUSD. She has children and grandchildren still in the District. Wants to help all students not just a classroom full of students. President Smithfield is in her third year on the Board. She decided to run because she taught at a very poor underperforming school. She felt her school needed a voice. She was a teacher for 23 years and very involved with bargaining. Member Vargas is in his third year. He ran because he wants all students to have the opportunities to reach their potential and goals. He shared that he was a graduate of VUSD. Not

all students have the same opportunities he has had. He feels he is giving back. Member Alvarado is in her first year on the Board. She ran for school board for many reasons. Her son attended VUSD schools and graduated in 2014. Very impressed with his teachers and his experience with VUSD. She is an advocate for students who are not in AVID or Honors. She also feels she can better represent the area she lives in.

Terilyn asked Linda what she hoped to accomplish here. She asked what her hopes were for the Board collectively. Collectively they are your boss, not individually. She asked Linda how long she had been in education. Linda stated she has been in education 31 years. She Taught Pre-school, 1-8. Came to Vista because this was a place doing great things for students. She is committed to making sure every students has an opportunity to learn and work toward college and career. Also augmenting STEAM and the Arts.

Terilyn explained that following the Governance workshop, Matt Doyle will present the Goals for the District. Terilyn shared that she was a trustee in Bay Area. She stated there were lots of challenges. She served as president 3 times. She now does Governance training up and down the state. She stated that she was going to ask lots of questions. She began by listing the rolls of the Board: The Board sets the direction for the district. They have one employee; the superintendent. The board sets Policy; some handed to you by the State. The Board sets direction for Negotiations. The Board brings in the community voice. It is not the Board job to get the community what they want. The Boards job is to bring that voice into discussion. Make sure processes are in place. Make sure you all have an open mind. If you come to a Board meeting with your mind made up, that can be considered a conflict of interest. Make sure you have all heard from each other. Keep an open mind. Consider all the facts before making a decision. President Smithfield asked is everyone has a right to talk to a Board Member. Terilyn said to hold that question. Rosemary asked about giving suggestions/sharing thoughts to the Superintendent. Where does it go from there? Member Morton added that she and Rosemary were teachers in the District, so they know a lot of people. Debbie explained that her frustration when something is brought up, it doesn't go anywhere. Terilyn explained that when you meet with Linda you will come to agreements together and decide where it will go from there.

Terilyn asked each Board Member to describe a great leader: Member Vargas: a good leader has a vision with multiple perspectives, able to bring people together to accomplish goals. Communicate and follow up; even when there is a disagreement. Somebody that inspires people. Member Alvarado: a good leader communicates well with everyone in her/his circle. Have soft skills that are sometimes overlooked in terms of relationship; someone you can trust and leads by example. She concurs with everything Cipriano said. Member Alderson stated that this is really challenging, especially a district the size of Vista. Lot of issues. Parts of community have limited resources and parts have a lot of resources. Vista is very diverse. Kids know if we care; the Superintendent needs to convey that she cares. People think that if they get their say, they get their way. It's very challenging for the Superintendent to make the right decision that is right for kids. You got to be smart. Member Morton: a Good leader is trustworthy, transparent, honest, even if it is going to be painful. Respectful and value other's feelings and concerns. They are accountable and hold themselves accountable. Therefore, they will be looked up to as being trustworthy, honest and accountable. President Smithfield: Agrees with what everyone else said. Able to make uncomfortable decisions. Listen to everybody. Communication very important. The Board should know decisions that have been made before the community. Trust very important and truth. It only takes one lie and mistruth to lose trust. Stick by your answer. Be genuine. Check on morale regularly. Always put the students first.

Terilyn reminded the Board that they just described themselves. Ask yourself, is this Board honest, trustworthy, and respectable? Are you listening? Do you care for relationships? Do you lead by example? Do people feel valued and safe? Or, are you the kind of boss that people

don't want to meet with? Don't know if they are going to be attacked in front of others? There are many difficult decision you will make and many pointed questions you will need to ask. Show that you care; show respect to everyone around you. Watch out for your colleagues and be kind. Delivery very important. Terilyn said she was going to type up what was said and send it to the Board Members. She said there was a lot of language in the Governance Handbook; she didn't want to wordsmith the entire document. Rosemary stated that she didn't create the Governance Handbook and that she and Cipriano both wondered why their names were on the document. Terilyn said that two of the Board Members may want to take some of the information from tonight and include it in a real document and bring back to the Board that exist today. Terilyn also shared that she had samples from other Districts for them to look at. These are your agreements and this is something your Superintendent wants. This is a great time to ask questions about process and protocols. Listen to one another. Terilyn then began talking about the process by which you set direction; the process by which you come to consensus. Just remember, the Board sets direction after all members have discussed and then gives direction to the Superintendent. When you discuss goals, you'll want to listen to one another. When a Board Member brings a concern to the Superintendent, the Superintendent will discuss with Board President and then decide where it belongs on the agenda. Terilyn stated that the Board must have consensus when setting goals.

Linda asked Terilyn to clarify direction. Board meeting discussions, in the context of a Board Meeting. Terilyn stated that the Board Members are only a Board when in a meeting. Rosemary asked about voting on a discussion item. If they decide they want to vote on a discussion item, can the Board do so? Terilyn explained that she wasn't a lawyer but she felt you should let the public know before voting. Rich explained that the Brown Act states you must publicize an item that is to be voted on. Terilyn explained the Brown Act. Member Morton quoted Ed Code on a discussion item. If the entire Board has consensus and would like to vote on it, they can do so. Terilyn reminded them again that she was not a lawyer but she felt it was courtesy to the public to post agenda items for vote.

Terilyn asked about the process of putting an item on the agenda. If a Board member would like an item on the agenda, if they can ask the Superintendent or the Board President. Terilyn explained that you may want to ask the Superintendent; you may be passionate about an item, and asking another Board Member may be going against the Brown Act. You really want to talk to the Superintendent so that she can ask questions. She needs to know why you want an item on the agenda. She may be able to answer your question. Terilyn confirmed with Linda that Board Members asked her to put Board items on the agenda. Terilyn said to start with the Superintendent. You want to be responsible about your meetings. Rich brought up the Governance calendar and referring to it to know what should be placed on the agenda. Terilyn asked if everyone understood the Consent Calendar. Linda asked the Board, If you are going to pull an item from the Consent Calendar, please let us know in advance so we can answer questions you have. It would be great to get it 24 hours ahead of time. Terilyn explained to the Board that the staff really wants to answers your questions. It is not kind to play gotcha with your staff. Linda explained about the Google Doc / Matrix they have created to answer questions for the Board. Terilyn stated that we know you have a lot of questions, but remember their time is really important. Sometimes and eye to eye meeting is better. Debbie asked if it was OK to sit with cabinet. Terilyn said that would be up to the Superintendent. She is your only employee. Member Alvarado asked Member Vargas and Smithfield if they had a hard time wrapping their head around issues. In all fairness, we have a lot of decisions to make and I want to make good decisions. I have a lot of questions and would like to slow down. Terilyn told Martha she should turn to her Superintendent and ask for help processing things. Linda stated that she was happy with the questions the Board was asking. The Board is being reasonable

and we will answer as soon as possible. If we don't answer your question, let us know. Rosemary shared with Martha that this was the reason for extra Board Meetings. Rich shared that the biggest challenge is we don't get to meet very much. We need to schedule a workshop a month. Linda shared she thought the extra meetings were a good idea. Terilyn agreed, you want to do your due diligence before making a decision. Terilyn asked Linda about visiting schools. Linda would like the Board member to let her know; the Linda will let the Principal know. Then Board member can check in at the office. Rosemary had a problem with this because she was a teacher in the District and represented a lot of the teachers. I should be able to go onto a site without letting anyone know. I always sign in and tell the office staff to let the principal know. Member Morton stated the same. President Smithfield said it is not written in any law, Ed Code or Brown Act. Terilyn said it is always great to include events at schools in the Friday Letter. She stated she thinks it is great for Board members to visits school but in some way they need to let the Principal know. That Principal should be able to let the Board member know if it is a good day to visit. Terilyn stated these are agreements, not based on law; it is courtesy. Member Alvarado stated, because she is still teaching, she would like to get a sub if it works with her schedule and come to VUSD and visit schools. She will send a courtesy email. Terilyn stated that Linda was not trying to control visits, she would just like to know. Terilyn reminded the Board to be careful when talking to parents. Don't promise you will take care of issues. Also, don't talk to parents about other students or employees. It could come back to you in closed session and then you will have to recuse yourself from making any decision. Show you care and remember there are systems in place. Member Smithfield stated she sometimes hears for up to 15 people. Terilyn reminded the Board there are 3-4 sides to every story. Terilyn told the Board to be careful not to offer evaluative comments to teachers when visiting schools. Member Alderson stated we have Board Policy about visiting campus, or visiting friends. We don't allow other adults to sign in and visit a school. President Smithfield disagreed with him. She always had people just sign in and visit her class. Terilyn asked what they were trying to accomplish. You have to mindful of being a good trustee. Linda would like to know where Board Members are going. Terilyn asked if Board members were comfortable with communication during Board Meetings. President Smithfield shared that they do open discussions. Member Vargas asked about motions and the process. Linda stated that it is very important to 2<sup>nd</sup> a motion before a discussion. You can go back and amend the motion. Terilyn Explain that it is really important to explain to the public, why you can't engage in conversation when they address the Board. Let them know you have to stick to the public agenda. You can always ask the Superintendent to call the parent/community member regarding their concern. Terilyn reminded the Board that what happens in closed session is confidential. If you cannot keep a confidentiality, get off the Board because you are breaking the law. Staff/Board communication/housekeeping does not belong in closed session. Make sure when on social media, you are not speaking on behalf of the Board. Social Media is being monitored by the Brown Act. If you see something on social media of concern, let Linda know. Make sure no back and forth conversations on social media. Terilyn went over some of the items covered: You know how to get on the agenda; you are going to be open to Linda telling you she will get you some information first, if needed. Rosemary, you and Linda will set the agenda. Monitor the Governance calendar; if you don't see something in there that should be, remind your Superintendent. Remember tone of voice is important. All voices are welcome. You are the model. You have a lot of work ahead of you. Once you set your goals, you will know what you are focused on. Member Vargas asked how we hold each other accountable. Member Alvarado stated she got a report last weekend from the workshop she attended and will share it with the Board. Terilyn told them to be honest and kind to each other.

Break 6:05pm – 6:15pm

## B. BOARD GOALS DISCUSSION

Dr. Kimble started out by talking about the importance of aligning the goals according to what the Board wishes to do for students. The first thing is to talk about, as public disclosure, is how we are doing on existing goals. We are hoping to formulate our goals a little differently so we can avoid a 300 page LCAP. Dr. Kimble turned it over to Dr. Doyle.

Dr. Doyle designed the slideshow to show progress on all the goals. The slideshow is in three sections and we will go through the first two. The third section goes pretty deep into each goal. He shared the two other attachments to his presentation. One, the Goal Matrix, which lays out all ten goals. The second document is the College and Career Indicator (CCI). He will explain it during the presentation. Dr. Doyle went on to explain that in a perfect world, the Board would be talking about the LCAP every month, over the course of an entire year. This way the Board can adjust how we implement LCAP, Blueprint and goals. We have seven Strategies and each of the Goals is attached to a Strategy.

Dr. Doyle also gave a shout out to Steve Davis for his work on this presentation. Dr. Doyle stated the LCFF and LCAP go together. He talked about the One System of Connected Resources & Support, Supporting Local Control funding formula Priorities; Conditions of Learning, Student Outcomes, and Engagement. The concept of Cradle to Career. Next he talked about the Multi-Tiered System of support (MTSS), which replaced the old system Response to Intervention (RTI). When we decide on our goals, we could shift them from ten to three: 1. Inclusive Academic Instruction 2. Inclusive Behavior Instruction. 3. Inclusive Social-Emotional Instruction. We can then have metric below each. The thought behind this is that it aligns nicely with the State of California and it cuts down our goals to three. We wouldn't have to lose our other ideas, they would be cascaded under the three goals. This would make our LCAP much more efficient. He then went over the House of Learning and priorities. We can't rewrite the LCAP until we have the goals. Dr. Doyle went on to explain more about the reasoning for changing to three goals instead of ten. Having three goals would align better with MTSS.

Dr. Doyle stated he was now going to start the second part of the presentation. How we are currently progressing on our goals. He talked about The California Model for Measuring Performance (Dashboard) Elements that provide data from the state level. Student groups include: English Learners, Socioeconomically disadvantaged, foster Youth, Homeless, Students with Disabilities, Race/ethnic groups. We are always 100% compliant. He went on to explain the Dashboard, state indicators and student needs. He went over the data on how VUSD is doing ELA Increased by 7.1 points 1-2 points below the state average. Increased 5% more than the state level. 80% of our schools improved in academics. College/Career 45.8% prepared. Equity Report, we want to avoid having students in the red and orange; English learners and Disabled. Math is significantly below the state average. Conditions of learning - Suspensions Increase by .6%. This does not represent students who have been suspended more than once. Graduation rates doing very well. Exceeded 90% and this does include Alta and Murray. Chronic Absenteeism 10% or more (Days enrolled) maintained. All of this data is from 2017-2018

Dr. Doyle explained that the Board currently had ten goals and under those 10 goals, we have more than 30 metrics. He explained the LCAP would be much more efficient if we had three goals instead of 10. Member Morton asked which is close to House of Learning. Dr. Doyle stated the One System. The Board discussed reducing the goals. Linda explained we won't lose the goals we already have, they will still be nestled under the three main goals. Dr. Doyle explained why three goals would make the LCAP more efficient. Member Alderson asked how

this would impact the Blueprint. Dr. Doyle stated the Blueprint is driven by strategies, not goals. We write the blueprint based on the Board goals. President Smithfield asked, if we decided to go to three goals, will our ten goals still be in this. Dr. Doyle stated they would be there as metrics; same plan, different format. Member Vargas asked about how it would be more efficient. Dr. Doyle explained how the goals repeat in the LCAP. It's not more information, just redundant. Member Alderson asked if there are any goals we want to change. Member Vargas asked about goal ten. Dr. Doyle explained Equity. President Smithfield asked if Matt felt these three goals were the best way to go. Dr. Doyle say yes. Consensus with the Board was to change to three goals and keep the ten original goals as metrics. Member Alvarado asked about the Dashboard in the area we didn't grow. She would like to see an adjustment. Dr. Doyle shared the State of California give Districts money for a support based system, not punitive. Differentiated Assistance. President Smithfield recommended we move to the California One System and keep our ten goals as metrics. Member Vargas asked if a metric comes to mind; how many students complete the FASFA. Linda stated he should bring it to the Board.

Break 7:02 – 7:30 p.m.

#### **Item 4. Discussion / Action Items**

- A. CONSIDER VISTA HIGH SCHOOL AND RANCHO BUENA VISTA HIGH SCHOOL EIGHT PERIOD DAY SCHEDULE, AT THE REQUEST OF BOARD PRESIDENT SMITHFIELD. Hold Cards: Tod Critchlow, VTA President, spoke in support of starting the 8 period day at RBV and VHS. Bill Faust, CSEA President, spoke about his concerns with starting the 8 period day with the current budget crisis. Keri Anderson, teacher, spoke in support of the 8 period day beginning 2019-2020 school year. Mary Ermis, Parent and Tax Payer spoke about her concerns with starting the 8 period day when the budget is a big concern. She felt we are taking a risk thinking it will bring students back to VUSD. VHS has a 10 million dollar XQ Grant which has not brought students back. Owen Murphy, CTE teacher, spoke in support of the 8 period day. He feels students should be able to play sports, be a part of the Band and still take electives. With the schedule now, they don't have that option. Member Alderson asked Owen if his class was UC approved. Owen stated that it was. Kim Camplisson, teacher, spoke in support of the 8 period day. Melissa Cotter, teacher, spoke in support of the 8 period day. She stated it is as an investment. Member Morton move to approve the start of the 8 period day beginning 2019-2020 school year, seconded by President Smithfield. Discussion: Member Alderson stated that he feels we don't have the luxury of a gamble at the time. It is not fair to the community. Member Vargas asked what the estimated cost for both schools. Donna Caperton stated that additional Cost for both school sites would be 3 million. Member Vargas felt that with the current budget crisis we are not setting this up for success. He would like to get more data. We have a responsibility to do what's right. Member Alvarado shared that she thought the 8 period day was a fabulous idea. She asked if the District could use CTE or XQ money to support this. Donna explained that CTE has restrictions but that all the CTE money is already allocated. Matt Doyle explained that the XQ Grant is only funded for 5year. They are in the final 2 years. He said it is possible to shift but he is not sure they can address all 7 elements. They could risk losing the money. Member Morton stated that we need to invest in students; find the money. In her opinion, there is money. Member Alvarado asked: In terms of using reserves, are we at our minimum? Donna stated no we don't have any fluff. Member Alderson asked if there were no additional teachers, could we do this. Are we bound by credential? Elaine Alexandres stated they were. Matt Doyle stated that it will ding

us on the dashboard. President Smithfield stated that every meeting she has heard that we need to make our school look like every school. We need a wider service. We have to start doing something. Kids should not suffer because of the budget.

President Smithfield: All in Favor. Yes: 2 (Morton and Smithfield) NO: 3 (Alderson, Alvarado and Vargas).

President Smithfield moved to begin the 8 period day at Rancho Buena Vista High School and Vista High School beginning 2020-2021 school year, seconded by Member Morton. All in favor. YES (Alderson, Alvarado, Morton, Smithfield, Vargas).

**ITEM 5. BOARD BUSINESS/DISCUSSION.**

- A. BOARD MEMBERS REFLECTION ON BOARD MEETING
- B. SPECIAL BOARD MEETING – FEBRUARY 7, 2019 AT 4:00 P.M. VUSD BOARD ROOM, 1234 ARCADIA AVE, VISTA, CA 92084. NEXT REGULATION BOARD MEETING – WEDNESDAY, FEBRUARY 13, 2019 AT 6:00 PM CITY OF VISTA, CIVIC CENTER, 200 CIVIC CENTER DRIVE, VISTA, CA 92084

Board Meeting Workshop was adjourned at 8:18 pm.



Secretary of the Board of Trustees



Clerk of the Board of Trustees